

**CITY OF OCOEE
MUNICIPAL GENERAL EMPLOYEES' RETIREMENT TRUST FUND
BOARD OF TRUSTEES QUARTERLY MEETING MINUTES
City Hall, Commission Chambers
1 N. Bluford Avenue, Ocoee, FL 34761**

Wednesday, April 30, 2025 – 10:00AM

TRUSTEES PRESENT: Gequita "Gee" Cowan, Chair
Steven Sanders, Vice Chair
Patricia "Pat" Gleason, Secretary
Gary Gleason
Shannon Hopper

TRUSTEES ABSENT: None

OTHERS PRESENT: Pedro Herrera, Sugarman, Susskind, Braswell & Herrera
Chrissy Stoker, Foster & Foster
Tiffany Fair, Foster & Foster
Kandyce Moss, Foster & Foster
Brad Hess, Mariner Institutional
Members of the Plan

1. **Call to Order** – Gequita Cowan called the meeting to order at 10:00AM and a quorum was determined.
2. **Roll Call** – As reflected above.
3. **Public Comments** – None.
4. **Approval of Minutes**
 - a. February 5, 2025, quarterly meeting

The February 5, 2025, quarterly meeting minutes were approved as presented, upon motion by Gary Gleason and second by Shannon Hopper; motion carried 4-0.

5. **New Business** – None.
6. **Reports (Attorney/Consultant)**
 - a. Mariner Institutional, Brad Hess, Investment Consultant
 - i. Quarterly Report as of March 31, 2025
 1. Brad Hess gave an overview of the market environment over the quarter. Domestic Stocks were negative, but International Equities, Fixed Income, and Real Estate were all positive which spoke to the importance of having a diversified portfolio. Brad discussed the initial impact of tariffs and recommended they stayed the course given the continuing volatility in the market.

Note: Steven Sanders arrived at 10:18AM.

2. Brad Hess reviewed the asset allocations relative to the policy targets and did not recommend any rebalancing. They had been overweight Real Estate but were now a bit under policy, and as returns were improving, he recommended they rescind their redemption from the ARA Core Property Fund.

The Board rescinded their redemption request from the ARA Core Property Fund based on the recommendation of the investment consultant, upon motion by Shannon Hopper and second by Gary Gleason; motion carried 5-0.

3. Brad Hess reviewed the financial reconciliation for the fund over the quarter to illustrate the cash flows. Brad noted Salem Trust was instructed to reinvest capital gains from MFS which accounted for the \$800,000 net transfer.
 4. The market value of assets as of March 31, 2025, was \$50,326,739 and as of April 29, 2025, it was approximately \$49.96 million.
 5. The total fund gross returns for the quarter were -0.20%. Trailing returns for the 1, 3, 5, and 10-year periods were 3.84%, 3.54%, 9.52% and 6.60%, respectively. Since the inception (04/01/2004), total fund gross returns were 6.84%.
- ii. Historical Plan review
1. Brad Hess reviewed a comparative performance of the Fund as of December 31, 2024, noting the performance was well below average, particularly over the past 3-5 years. Brad attributed the underperformance to asset allocation decisions and active management underperformance.
 2. Brad Hess highlighted a rebalance from mid-2021 at which time they sold \$4 million of Equities and bought \$4 million of Bonds.
 3. Brad Hess noted they had been underweight Equities since September 2022, which impacted the overall Fund performance. There was also a Value bias in the Domestic Equity allocation, and having a tilt to Value versus Growth over the last 3 years negatively impacted total returns. Additionally, being overweight to Small and Mid-Cap stocks negatively impacted total returns versus the policy index and peers.
 4. Brad Hess discussed some considerations moving forward. They could try to hire better managers that could beat their benchmarks, but they may end up hiring managers who performed well historically right before a cyclical negative shift in performance. They could put more Domestic Large Cap Equity assets into an index fund which would reduce fees, but they would be fully exposed to market risk in an unmanaged index fund.
 5. Brad Hess recommended strategically moving more into Equities over the long-term and amending the Investment Policy Statement (IPS) to add a strategic target of 60% for "Total Equities". They could also look at investing in Private Equity and Private Debt, as both offered potential for higher returns than public markets and had diversification benefits.

6. It was the consensus of the Board that Brad Hess amend the IPS and bring a draft to the next meeting for their consideration.
- b. Sugarman & Susskind, Pedro Herrera, Board Attorney
 - i. Pedro Herrera reminded the trustees to file their financial disclosure forms online by July 1, 2025.
 - ii. Pedro Herrera advised the legislative session ended this week, but it may be extended for budget reasons. With respect to Florida pension law, he did not expect any changes.

7. Old Business

a. Plan Restatement

- i. Pedro Herrera reminded the Board the purpose of a Restatement was to clarify language, remove obsolete language, and clean up the Plan Document. There was no actuarial impact of its adoption, as there were no material changes to the Plan.
- ii. There was some discussion of the Restatement, as typos were found and some clarifying language was requested, specifically in Section 3 regarding the commencement of membership for Elected Officials. Gequita Cowan and Shannon Hopper agreed members who opted out of the pension plan should not need to notify the Board of the opt-out.
- iii. Shannon Hopper inquired about the election form to opt out of the pension plan as described on Page 8. Chrissy Stoker confirmed members had the option to opt out if they reached their maximum Average Final Compensation percentage. Shannon pointed out some additional typos that needed to be corrected prior to the final document being published.
- iv. It was the consensus of the Board that the Restatement be revised as discussed and brought back to the August meeting.

8. Consent Agenda

- a. Payment ratification
 - i. Warrants #120, #121, #122, and #123
- b. New invoices for payment approval
 - i. None
- c. Fund activity report for January 30, 2025 – April 23, 2025

The consent agenda was approved as presented, upon motion by Steven Sanders and second by Shannon Hopper; motion carried 5-0.

9. Staff Reports, Discussion, and Action

- a. Foster & Foster, Chrissy Stoker/Tiffany Fair, Plan Administrator
 - i. Third Party Administrator fee proposal letter with time tracker
 1. Tiffany Fair asked the Board to reconsider the fee options presented at the last meeting and highlighted the time charges that were tracked over the last three months.
 2. Pedro Herrera stated the contract would continue until otherwise terminated, but the fee would remain as proposed for one year.
 3. The Board discussed the options at length and elected to revisit this item at the August meeting after Foster & Foster tracked time charges for another quarter.

ii. Educational opportunities

1. Tiffany Fair noted Gee Cowan, Pat Gleason, Gary Gleason, and Steven Sanders were registered to attend the FPPTA Annual Conference.

10. Trustees' Reports, Discussion, and Action – None.

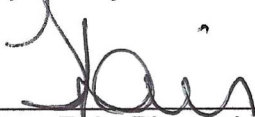
11. Chairperson's Report

- a. Gequita Cowan reminded the Board her conference registration fee was waived because she was part of the FPPTA Education Committee. Gee thanked the Board for allowing her to attend the Trustee Leadership Council course, as she learned a lot from the program.
- b. Gequita Cowan thanked the Board for being open to discussions, as these meetings should be a safe space, and nothing was personal.

12. Adjournment – The meeting adjourned at 11:56AM.

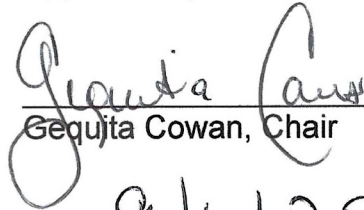
13. Next Meeting – August 6, 2025, at 10:00AM, Quarterly Meeting

Respectfully submitted by:



Tiffany Fair, Plan Administrator

Approved by:



Gequita Cowan, Chair

9/6/25

Date Approved by the Pension Board: